

Indiana Department of Labor

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Family and Medical Leave Act

The federal Family and Medical Leave Act of 1993 provides workers up to 12 weeks of unpaid and job-protected leave for certain family and medical reasons. The FMLA applies to all private-sector employers with 50 or more workers and to all public agencies—state, local and federal.

To be eligible for leave under the act, a worker must have worked for the same covered employer for a total of 12 months, and must also have worked for a total of 1,250 hours or more in the previous 12 months.

You may take leave for the birth and care of a newborn; for adoption or foster care of a child; to care for an immediate family member (spouse, child or parent) with a serious health condition; or for your own serious health condition. If you qualify for FMLA, your employer cannot fire you for taking leave.

The U.S. Department of Labor's website has a helpful page of frequently asked questions about the [FMLA](#).

If you think you have been denied FMLA leave, or if you think your employer has violated the act, you may file a complaint by contacting the nearest office of the [Wage and Hour Division of the U. S. Department of Labor](#). The complaint may be filed in person, by letter or by telephone, but it also must be made in writing. There is a two-year statute of limitations—three years if the violation was willful.

Toll-free: (866) 4USWAGE (1-866-487-9243)

Indianapolis: (317) 226-6801

Indianapolis Fax: (317) 226-5177

Evansville: (812) 465-6424

Fort Wayne: (260) 422-3700

Lafayette: (765) 742-1322

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